



**United University Professions  
Albany Chapter**

**Labor-Management Notes  
December 21, 2020**

**Attendance:** (L) Aaron Major, Paul Stasi, Zakhar Berkovich, Greta Petry, Michelle Couture, Anne Wolfe  
(M) Carol Kim, Todd Foreman, Brian Selchick, William Hedberg, Steven Galime, Joanne Bocchino, Keiffer Peralta

**Preliminary Planning re Budget in Academic Affairs:**

The Provost acknowledged the difficult year and thanked the Chapter for partnership and support under very difficult circumstances. She also noted that University is going to experience a \$60,000,000 deficit over the course of two academic years. The enrollment growth is meager and will likely stay about the same as this year. She acknowledged that there is a decline in high school graduates. The deficit for 2020-2021 will be covered by savings. However, going forward the Provost noted that there will be a need for drastic measures.

Each division was asked to cut 15% of the budget; in Academic Affairs that translates into about \$20,000,000. The Provost noted that she has asked the deans to work up a numeric model that can be used to evaluate the performance of each college/school and that will be used to rank colleges. The ranking will determine how the cuts will be distributed. The model and the metrics were shared with the Labor and asked for feedback in terms of the metrics and the weights.

The provost shared the Academic Affairs Budget Timeline starting in December 2020 and ending by March 2021. The timeline included consultation on the Budget Metrics and Budget Cuts Implementation

- Initial reduction targets confirmed in December 2020
- Consultation on Budget Metrics with specific groups – December 2020; the following groups were identified with whom consultation will take place:
  - President Rodriguez
  - Executive Council
  - University Senate
    - Campus Governance Leadership
    - Senate Executive Committee
    - UPPC
    - Full Senate
  - UUP Leadership
  - Department Chairs, faculty and staff (led by Deans)
  - Collins Fellows and Distinguished Faculty
  - Student Association Leadership
  - Graduate Student Association Leadership

- There is be a Town Hall planned for January 20, 2021 to discuss the metrics
- Revision of the Budget Metrics would take place between January 20, 2021 and February 1, 2021 when the Draft Budget Implementation Plans are due to the Provost.
- During February 2021 there will be additional consultations on the Draft Budget Implementation Plan conducted with the same shareholders noted above.
- The Draft Version of the Budget Implementation will be shared with the rest of the campus in March 2021 via Town Hall meeting.
- It is anticipated by the timeline that the final Budget Implementation Plan will be revised by the end of March 2021.

The Provost also noted that she convened three groups made up of deans: budget committee, futuring group, and diversity equity and inclusion. The composition of the groups was as following:

Budget Metrics:

- Karl Rethemeyer, Chair
- Lynn Warner
- Jeanette Altarriba
- Rebecca Mugridge
- Nilanjan Sen
- David Holtgrave

Futuring

- Jason Lane, Chair
- Robert Griffin
- Kim Boyer
- Nilanjan Sen
- JoAnne Malatesta
- Gilbert Valverde

Diversity, Equity and Inclusion

- Gilbert Valverde, Chair
- Lynn Warner
- Kevin Williams
- Nilanjan Sen

Budget Metrics are composed of the following categories:

- Enrollment (Demand and Retention)
  - UG Enrollment with Intendeds
  - Minors
  - Graduate Enrollment
  - Student Credit Hours to General Education
- Research Excellence
  - Scholarly Works
  - RF Booked Awards
  - State MOU Awards
- Public Engagement

- Diversity, Inclusion, Internalizations
  - Student Race/Ethnicity
  - Faculty Race/Ethnicity
  - International Students
- Efficiency and Financial Contribution
  - Net Revenue Generated
  - Cost/Credits
  - Student: Faculty Ratio
  - FTE: Student Ratio

The Provost's presentation included a description of the metrics and proposed weights for each category. It also included where the data was pulled for each of the metrics. The Provost note that the Graduate School, Office of Dean of UG Education, and ITLAL will also face budget reductions. The Provost shared a sample analysis showing, if the data was plugged in now, how the outcome would look for each college/school. The proposed cuts ranged between 12% and 20% between 9 schools and colleges.

Once the presentation was over the Chapter offered a quick reaction included a note that specifics for each college/school and departments are not being considered by these metrics. While theoretically the metrics are not biased, the numbers behind them have been impacted by the specifics of each department. For example, new students may select "shiny" new program or more resources are being allocated for recruitment and retention of students. Some departments have lost faculty who are underrepresented and who were never replaced because other priorities were put forward by the college/school. It seemed that the ratios especially in the diversity section are more punishing than supportive for growth and equity.

Aaron noted that UUP Chapter Leadership stands with all our colleagues and will not engage in a process to determine which units will cut staff. The semantics of which weight is being considered more or less does not represent value of securing jobs and assuring fair labor practices. Contingent faculty are generally bear the brunt of budget cuts and labor leadership are not interested in supporting such cuts. There should be a different outcome of these conversations. The university leadership must partner up with Labor and advocate for better and higher funding by the State of the Public Universities. The 20% reduction after a decade of underfunding is not the answer. There are appropriate legislative solutions to the budgetary problems that we are facing. UAlbany has not been frivolously spending funds, but has been living in an era of austerity since 2007-2008 economic downturn.

The meeting ended with Provost noting that she is looking for feedback on metrics and weights in case something was missed. Labor noted again that this type of conversation did not seem to be in the spirit of the consultation intended. Labor also needed more time to review and discuss the response. Since this work has been going on since August immediate response would not be appropriate. The office of Provost requested response by January 11<sup>th</sup> 2021.